

The Walden School of Liberal Arts



2008-09 Performance-Based Compensation Plan

Employees eligible for the performance-based compensation

During the 2008-09 school year, Walden has chosen to make performance-based pay available to all full time certified and licensed secondary and elementary teachers at the school (including ARL candidates in good standing). Performance compensation will be paid July 1st, 2009, based on performance during the 2008-09 school year.

Criteria for awarding performance-based compensation

Performance-based pay is based on the following individual criteria. A score between 1 and 5 will be awarded for each performance item. For example: Creates and regularly updates a class website for each class: 1=Sporadically, 2=Occasionally, 3=Frequently, 4=Almost Always, 5=Always

The instructor is dependable

- a) Fulfills contract hours and is consistently on time and in the classroom (5 pts)
- b) Creates and regularly updates a class website for students (5 pts)
- c) Submits final grades by designated due dates (5 pts)
- d) Does not exceed personal day allotment (5 pts)
- e) Regularly attends professional development sessions and faculty meetings (5 pts)

The instructor provides students with clear and accurate information (5 pts)

- a) Gives students a complete syllabus at the beginning of each course (5 pts)
- b) Enters current grades in Gradebook by Saturday of each week (5 pts)
- c) Provides students with at least two progress reports each term (5 pts)
- d) Provides failing students with sufficient notice to complete work (5 pts)

The instructor maintains a professional demeanor.

- a) Interacts with students in a friendly and professional way (5 pts)
- b) Interacts with parents in a friendly and professional way (5 pts)
- c) Refrains from crass or inappropriate behavior (5 pts)
- d) Treats coworkers with respect (5 pts)

The instructor upholds the academic standards expected of a Walden teacher.

- a) Sets rigorous, but attainable standards for students (5 pts)
- b) Develops substantive and compelling curriculum (5 pts)
- c) Infuses class with real world experiences (5 pts)
- d) Provides students with opportunities to interact with relevant professionals (5 pts)
- e) Encourages students to ask questions and express opinions in the classroom (5 pts)
- f) Provides students with significant choices in academic work (5 pts)

Performance-based compensation awards for full time certified instructors:

- 1) Teachers who meet all performance criteria and receive the highest possible performance rating (between 95-100%) will receive a minimum award of \$500.
- 2) Teachers who meet most performance criteria and receive a performance rating between 90-94% will receive a minimum award of \$400.
- 3) Teachers who meet most performance criteria and who receive a performance rating of 85-89% will receive a minimum award of \$300.
- 4) Teachers who meet many of the performance criteria and receive a performance rating of between 80-84% will receive a minimum award of \$200.
- 5) Teachers who meet many of the performance criteria and receive a performance rating of between 75-79% will receive a minimum award of \$100.
- 6) Teachers who do not meet at least a 75% performance rating will not receive an award.

Performance rating criteria:

Individual performance ratings will be based on the following 3 measures:

- 1) Supervisor rating scale (50%)
- 2) Student survey (25%)
- 3) Self-rating scale (25%)

Group performance criteria

An additional \$300 stipend will be awarded to each elementary instructor if the school's elementary students (grades 2-6) meet or exceed specified raw score class averages on the 2009 state CRT assessments (as specified in the school improvement plan).

An additional \$300 stipend will be awarded to each secondary instructor if the school's secondary students (grades 7-11) meet or exceed specified raw score class averages on the 2009 state CRT assessments (as specified in the school improvement plan).

Specific raw score average goals will be determined during the faculty retreat as teachers and administration update the Walden 2008-09 School Wide Improvement Plan.